



BakerHicks.

ICE QUEST SCHOLARSHIP SCHEME

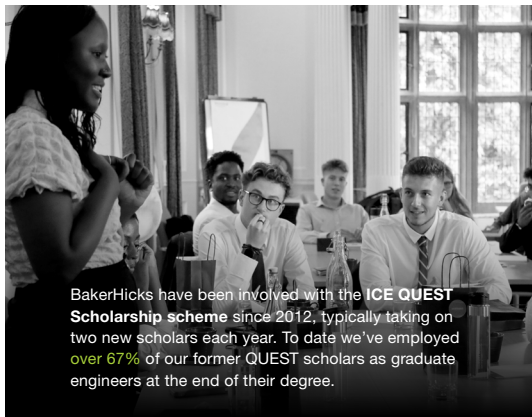
Come and make your mark on some of the most exciting projects in the industry



ICE QUEST SCHOLARSHIP SCHEME.

As a BakerHicks sponsored ICE QUEST scholar you'll have the opportunity to complete a paid work placement over the summer between each year of your degree. You'll gain real-life engineering experience across a variety of projects, working under the guidance of our civil and structural engineers.

We offer an ICE accredited graduate training scheme, with an excellent track record of employees achieving Chartered status first-time round. As a QUEST scholar you'll benefit from an invaluable head start in this process, supported by your dedicated mentor throughout.



BakerHicks have been involved with the **ICE QUEST Scholarship scheme** since 2012, typically taking on two new scholars each year. To date we've employed **over 67%** of our former QUEST scholars as graduate engineers at the end of their degree.



INNOVATING IN DESIGN, ENGINEERING AND PROJECT DELIVERY SINCE 1957.

Ireland's largest hospital. Europe's most complex station development. World-class biomedical research laboratories. At BakerHicks, we provide an incredible range of consultancy services to clients who demand exceptional results.

We employ a range of talented people including engineers and architects with a pride and passion for designing award-winning, safe and sustainable solutions.

Delivering inspiring environments for tomorrow's world - in aviation, defence, life sciences and industry, nuclear, power, public and rail sectors.

QUEST placements are offered at the following of our UK offices:

- Motherwell +44 (0)1698 738111
- Manchester +44 (0)161 873 2500
- Warwick +44 (0)1926 567800
- London +44 (0)20 7549 1300

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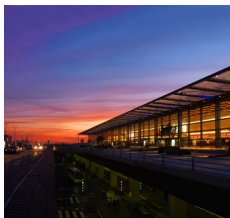
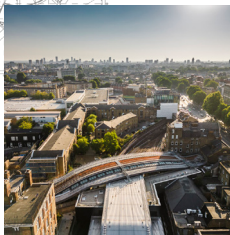
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in BakerHicks



PROJECTS

DELIVERING INSPIRING ENVIRONMENTS
FOR TOMORROW'S WORLD.



“Right from inception I went for the very best professionals I could find.”

HOWARD HICKS IDC CHAIRMAN AND CHIEF EXECUTIVE



REAL PEOPLE, REAL JOBS

Talented people are the key to our success

SATHANEN PATHMANATHAN ENGINEER

I joined BakerHicks through the ICE QUEST Scholarship scheme, before taking on a permanent role as Graduate Civil Engineer. Sathanen has recently been promoted to Engineer.

The QUEST summer placements were a great way to build upon what I'd learnt at university, helping me to understand real life constraints within projects. I worked across rail, healthcare, aviation and power schemes supporting with both civil and structural designs. This involved carrying out calculations and designs for steel frames and concrete structures, as well as looking at ground resurfacing for a new drainage network design, car parks and small roads.



I'm constantly learning and get support from the wider team throughout my working week which is helping to accelerate my knowledge and skillset, putting me on track to achieve Chartership status in the near future.

“ I found the summer placements enjoyable and challenging. They enabled me to gain valuable insight on the different standards used for different types of projects and extend my working knowledge using Civil3D. ”

ALEKSANDRA STAMENKOVIC

SENIOR ENGINEER

The ICE QUEST Scholarship provided me with valuable hands-on experience which has accelerated my professional development as an engineer and increased my technical knowledge. During my three summer placements I worked across a number of big projects in the rail sector. They were really challenging but exciting at the same time – nearly all were connected to a live and highly regulated transport network, where it's important that everything runs smoothly and safely.

I was thrilled to continue my career journey with BakerHicks after the scholarship as a Graduate Engineer. I have since been promoted to Senior Engineer after recently becoming Chartered with the ICE.



One of the most important skills an engineer can have is effective communication. From the visual communication of ideas and designs, to verbal communication with clients, co-workers and other disciplines. The nature of engineering is very collaborative so productive relationships with others is essential, technical skills can always be learned.

“ *I have greatly benefitted from the QUEST Scholarship scheme both professionally and academically.* ”

SAM FOSTER

ENGINEER

I loved physics and maths when I was younger; this got me into our local STEM club and engineering was the next natural step.

I joined the QUEST programme in 2018 and completed three summer placements at BakerHicks whilst completing my University course. QUEST led me to new friendships and valuable hand-on industry experience. During the summer placements I worked on various projects, including a large power station on the southern coast, applying what I'd learnt at uni at a practical design level.

This career is about challenging yourself and working with your team towards a common goal – to complete a project to the highest standard possible.



“*QUEST has led to new friendships and valuable industry experience.*”

RYAN SOUTHIN

SENIOR ENGINEER

I came to BakerHicks through the ICE QUEST Scholarship scheme. I actually began my scholarship at sister company, Morgan Sindall Construction & Infrastructure, but after my first year I realised that the consultancy route was more suited to me. So, I transferred to BakerHicks and never looked back!

Every summer throughout my degree I completed a summer placement as part of the QUEST scheme. I had the chance to work on an abundance of different projects, from hospitals to substations, and railway stations to multi-storey car parks. Everything presented a different challenge and the chance to learn something new.



The placements at BakerHicks gave me the chance to put everything I was learning at university into practice under the guidance of experienced engineers. They really made everything come alive for me. Since joining BakerHicks, I've progressed to the level of Senior Engineer after achieving Chartered status in 2024.

“ *Everyone was so helpful and willing to give me their time, I think I must have worked with the entire team by the time I'd finished my final placement.* ”

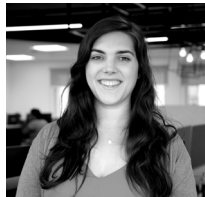
CAROLYN WRIGHT

PRINCIPAL ENGINEER

I'm a Principal Civil & Structural Engineer, working on a mixture of Life Sciences and Power projects. Day to day, this includes producing calculations for steel frame and reinforced concrete structures and foundation designs and coordinating with other disciplines.

I studied Structural Engineering with Architectural Studies MEng at university. Through the ICE QUEST Scholarship I was lucky enough to be sponsored by BakerHicks, which meant that I worked here every summer whilst I was at uni, starting full time in 2016.

In 2020, following a number of years' hard work, I successfully achieved chartership with the Institution of Civil Engineers.



Being an engineer means you have to be good at problem solving; sometimes trying 10 solutions before you find the right one. I really enjoy working on buildings, knowing that my designs will be used by people during their lifespan and a good design will impact them for the better.

“ *BakerHicks has invested a lot in me and my development, moving me to projects that suit my needs.* ”



FLORENCE TOWERSEY

GRADUATE ENGINEER CIVIL & STRUCTURAL

At school, I always preferred maths and science-based subjects and had a natural interest in the built environment. Consequently, when deciding on what career to pursue, civil engineering became a clear choice and through work experience and attending university open days it confirmed it as the direction I wanted to take.

I first obtained an ICE QUEST Scholarship, which involved completing an 8-week placement at BakerHicks each summer whilst at university. This enabled me to gain industry experience throughout my degree, providing context to the content taught on my course. The placements also helped me to integrate into the team, enabling me to 'hit the ground running' upon joining the company as a Graduate Engineer.

The work I'm involved in on a day-to-day basis varies. It can be designing the members of a new steel frame, designing new foul and surface water drainage, or assessing the integrity of an existing structure. Being able to make a tangible difference and seeing a design go from concept stage to build and in-use is an aspect of the role which I enjoy.

“ *As engineers, we have the ability to improve and make a difference to society through our designs.* ”



SUSTAINABILITY BY DESIGN.

Ensuring a whole life carbon approach on every project.



SUSTAINABILITY AT BAKERHICKS.

At BakerHicks, we are committed to tackling climate change. We've been caring for our environment for years, developing a project delivery ethos centred fully on sustainability and efficiency.

As engineers, designers, project procurement and delivery teams, we have a significant influence over the sustainability of the buildings we deliver. Along with our clients, and as part of a fast-evolving construction industry we have an incredible opportunity to leverage this expertise, challenging the status quo and developing workable, affordable sustainability strategies to decarbonise our communities, now and for the future.

Sustainability commitments

Net zero business by 2030

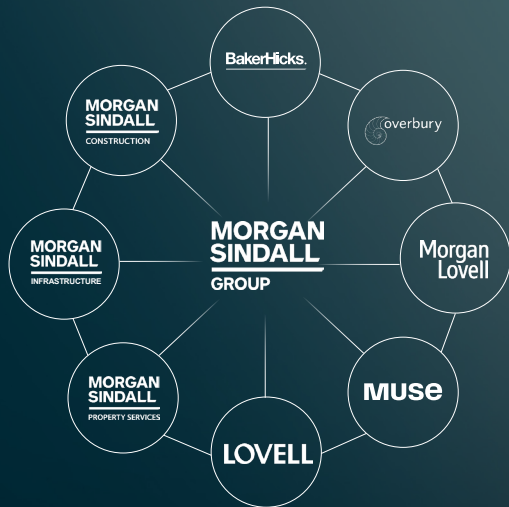
At BakerHicks, we are committed to reducing our own operational carbon so as a business, we are net zero carbon by 2030.

Operational carbon

We are committed to working with our clients to deliver only operational net zero carbon new builds by 2030.

Reducing embodied carbon intensity

Reduce embodied carbon intensity of all new buildings, major retrofits by 50% by 2030.



Creating a better built environment.

- Eight complementary businesses and one unified culture.
- £4.5bn revenue.
- MSCI 'AAA' ESG Rating and CDP score of 'A' for leadership in climate.
- On track to achieve 2030 science-based Scopes 1 and 2 emissions reduction targets.

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AND PROJECT DELIVERY SINCE 1957.